

Study of HR Policy and its Impact on Employee Satisfaction with Reference to KC Overseas Education Pvt Ltd

Shubhangi Gaurkhede and Dr. Madhavi Wairagade

Jhulelal Institute of Technology, Nagpur, India

Abstract: *This paper examines the impact of HR policies on employee satisfaction in the context of KC Overseas Education Pvt. Ltd., a leading educational consultancy firm in India. The study found that HR policies have a significant impact on employee satisfaction, with employees who perceive their HR policies to be fair and equitable being more satisfied with their jobs. The study also found that HR policies can have a positive impact on employee motivation, productivity, and retention.*

This research paper aims to study the impact of HR policies on employee satisfaction with reference to KC Overseas Education Pvt Ltd. The paper investigates the various policies and initiatives implemented by the organization and their impact on employee satisfaction. The paper also delves into the factors that contribute to employee satisfaction and the challenges faced by the organization in implementing effective HR policies. The study adopts a mixed-methods approach, including both quantitative and qualitative research methods. The findings of the study will enable the organization to understand the strengths and weaknesses of their HR policies and take appropriate measures to improve employee satisfaction.

Human resource (HR) policies are the set of rules and regulations that govern the employment relationship between an organization and its employees. These policies can have a significant impact on employee satisfaction, which is a key factor in organizational success. This study examines the HR policies of KC Overseas Education Pvt Ltd (KC) and their impact on employee satisfaction. The study uses a survey of employees to collect data on their satisfaction with various HR policies, including compensation, benefits, training and development, and work-life balance. The results of the study show that employees are generally satisfied with KC's HR policies. However, there are some areas where employees could be more satisfied, such as compensation and work-life balance. The study concludes that KC can improve employee satisfaction by making some changes to its HR policies.

Keywords: Products & Services, Target Market Segmentation, Investing in technology, Counselling, Test Preparation, Course, Country and University selection, Application and Admission, Branding and Promotions, Business growth, Marketing strategies

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